



Limited Duty Officer and Chief Warrant Officer Applicants Brief

April 2004

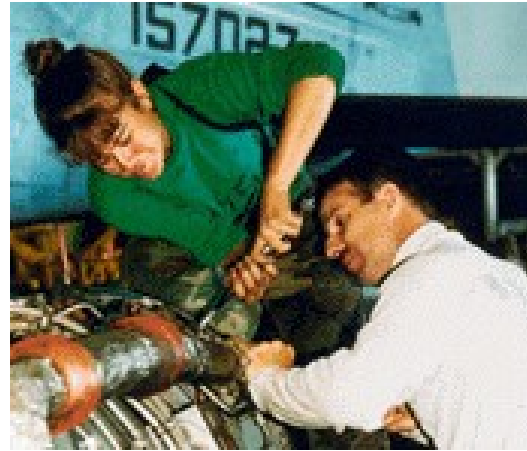


This is what it's all about!!!





This Is Who We Lead!!!





These Are Tools of Our Trade!!!





LDO & CWO Web Page

- **The most comprehensive place to find information or links to information is on the web page.**
 - www.bupers.navy.mil
 - Community managers
 - Other
 - » LDO/CWO
 - » Applicants Brief



Is LDO or CWO for you?

- It depends on:
 - Your rate
 - Your Time in Service & Time in Rate
 - Your qualifications
 - Your career ambitions
 - Your demonstrated potential for serving as a Naval Officer



Limited Duty Officer

- Eligibility:
 - US citizen
 - E6, E7, E8
 - No less than 8, no more than 16 years service
 - E6 must have 1 yr TIG, pass CPO exam,
 - E7 LTC not required for E6 applicants (LDO only)
 - CO's recommendation
 - Meet Navy Physical Fitness Standards
 - No NJP/Courts Martials for preceding 3 years
 - High School Graduate (or GED)
 - No college required (but highly recommended)



Chief Warrant Officer

- Eligibility:
 - Same as LDO except:
 - E7, E8, E9 (including frocked CPO)
 - No less than 12, no more than 24 years service



Waivers

- Few, if any approved.
- Current application criteria based on specific requirements.
- Difficult to determine where to stop
 - Is 3 months waiverable? How about 4?



What's the Difference?

- **CWOs** will usually be performing more “hands on” technical duties; not selected for growth to senior leadership positions. Navy needs their advanced technical skills.
- **LDOs** will perform technically oriented management and leadership duties; selected with anticipated growth to senior leadership positions (captain).



What's the Difference?

- Don't LDOs and CWOs do the same thing most of the time?
 - **No!**
 - At the junior levels, detailers sometimes use CWOs and LDOs interchangeably by necessity. It's not how the system is designed to work and it's becoming less common.



LDO and CWO Designators

- What's a designator?
 - It's a four digit number which identifies an officer's warfare or technical specialty
 - All **LDO** designators begin with **6**XXX
 - All **CWO** designators begin with **7**XXX



Designators

- **Second positions** indicate warfare community:

1 = Surface **2** = Submarine

3 = Aviation 4 = General

5 = Staff Corps

IE: 6**1**XX = LDO - **Surface**

7**2**XX = CWO - **Submarine**



Designators

- **Third position** indicates specialty
(engineering, repair, ops, crypto, etc.)
 - **Fourth position:**
 - 0 = Permanent officer (not a CWO)
 - 1 = Permanent CWO
 - 2 = Temporary LDO
- IE: 6440 = LDO - General - Cryptology - Perm Status
7311 = CWO - Aviation - Deck - Perm Status
6132 = LDO - Surface - Engineer - Temp Status



May I Apply For Both?

- If you meet the criteria for both LDO and CWO, yes, an applicant may apply for both.
 - Must be technically qualified!
- May I apply for more than one LDO or one CWO designator?
 - Yes....if you are technically qualified.
- Applicants may only apply for 2 designators total



In-service Procurement Board

- Meets annually, usually in mid-January
- Members are under oath to be impartial, can not divulge specifics of proceedings
- Boards do not know what happened “last year”
- Selection lists are usually released within two weeks of board adjourning
- Alternates are selected but not notified



Selection Board

- At least one officer from each designator plus URL, Staff Corps including a variety of female/minority members assigned
- President is LDO captain
- Quotas not released prior to board
- Precept and members names available on BUPERS web site a few days after board is convened



Quotas

- Driven by requirements
 - OPA and Vacancies = requirement
- OCM calculates requirements in Nov. for Jan Board
 - OCM's chain of command must approve quotas
- For FY-05 retirements were lower than usual plus OPA decreased for some designators
 - This resulted in reduced quotas for some designators
 - Too early to predict FY-06 requirements



What Counts The Most?

- **Sustained superior performance** in a variety of increasingly demanding technical and leadership billets afloat and ashore.
 - Successful out of rate tours
 - Collateral duties
- **Qualifications**
 - **EAWS, ESWS, EOOW, MTS, etc.**
- Formal Education and Navy courses



What Else Counts?

- Personal awards - it depends.....type/action
- Sailor of the year - You bet!
- Community involvement - Yes!
- Who you know - Nope!
- What type ship or squadron you're in - Not really
- If you've applied previously - No.
- Personal and professional growth - Absolutely!!!
- Diversity of experience - Probably
 - Did you excel out of your 'comfort zone'?



FY-04/05 Precept Guidance

- Selection standard: “Best Qualified Whole Person/Whole Record”
 - Proven excellence in operational environments during arduous deployments
 - Demonstrated leadership, professional/technical skills, integrity, resourcefulness in other assignments
 - Special consideration for applicants who embrace change by conceiving and trying new solutions to challenging problems; applicants who think creatively and take well calculated risks....and initiative to accomplish the mission.
 - Max consideration given to sailors who serve successfully as:
 - Recruit Division Commanders and Recruiters
 - A and C School Instructors
 - Prototype and Sub and Aircrew Candidate School grads



Profile of FY-04 LDO Selectees

- **Average age:** 33
- **Sex Male (94%)**
- **Average total years of active service:** 12.5 years
- **Average rank:** E-7 (57%)
- **Average years of total education completed:** 12-13 years
- **Warfare qualified: Yes (98%)**
- **Average personal awards (NCM/NAM/FLOC):** 3-5
- **Average total number of duty stations:** 5
- **Prior Recruiting/RTC/Instructor tours:** 24%
- **Average number of sea/overseas tours completed:** 2.3
- **Average total number of correspondence courses not related to advancement:** 6
- **Average number of training schools completed:** 5.5
- **Average sustained performance trait:** EP (w/breakouts)



Profile of FY-05 LDO Selectees

- **Age:** 33.5
- **Sex:** Male (92%)
- **Total Years of Active Service:** 12.6 years
- **Average rank:** E-7 (56%)
- **Average years of total education completed:** 13 years
- **Warfare qualified:** Yes (96%)
- **Average personal awards (NCM/NAM/FLOC):** 3-5
- **Average total number of duty stations:** 6
- **Prior Recruiting/RTC/Instructor tours:** 14%
- **Average number of sea/overseas tours completed:** 2.3
- **Average total number of correspondence courses not related to advancement:** 5.9
- **Average number of training schools completed:** 37
- **Average sustained performance trait:** EP
(w/breakouts)



Profile of FY-04 CWO Selectees

- Average age: 37
- Sex Male (94%)
- Average total years of active service: 17 years
- Average rank: E-7 (68%)
- Average years of total education completed: 12-13 years
- Warfare qualified: Yes (100%)
- Average personal awards (NCM/NAM/FLOC): 4-6
- Average total number of duty stations: 6
- Prior Recruiting/RTC/Instructor Tours: 30%
- Average number of sea/overseas tours completed: 3.1
- Average total number of correspondence courses not related to advancement: 8.6
- Average number of training schools completed: 7.4
- Average sustained performance trait: EP (w/breakouts)



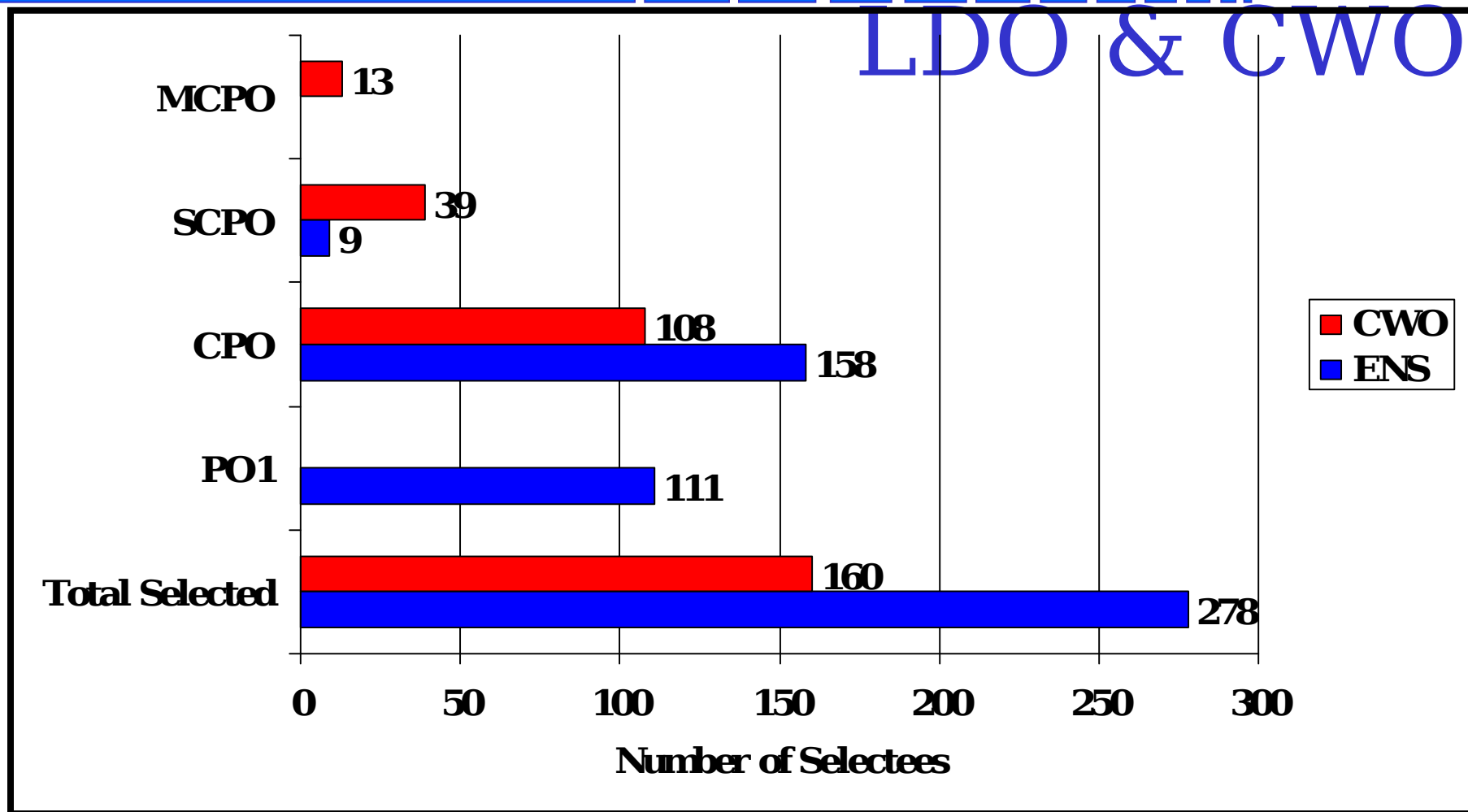
Profile of FY-05 CWO Selectees

- **Age:** 36.7
- **Sex:** Male (94%)
- **Total Years of Active Service:** 17.4 years
- **Average rank:** E-7 (66%)
- **Average years of total education completed:** 13 years
- **Warfare qualified:** Yes (100%)
- **Average personal awards (NCM/NAM/FLOC):** 4 - 6
- **Average total number of duty stations:** 7.5
- **Prior Recruiting/RTC/Instructor Tours:** 23%
- **Average number of sea/overseas tours completed:** 3.4
- **Average total number of correspondence courses not related to advancement:** 7.3
- **Average number of training schools completed:** 7
- **Average sustained performance trait:** EP
(w/breakouts)



FY-04 Selection By Pay Grade

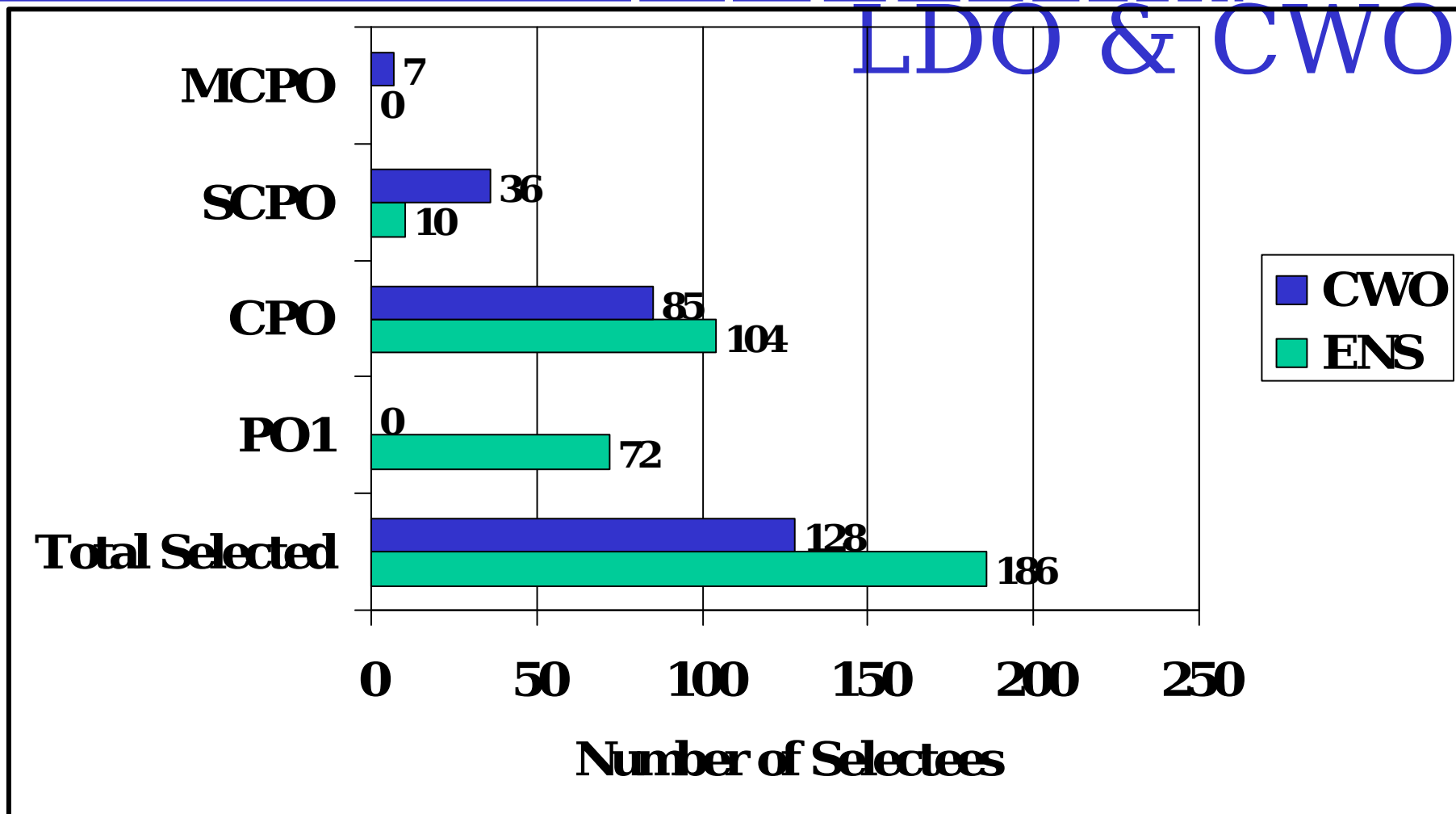
LDO & CWO





FY-05 Selection By Pay Grade

LDO & CWO





Five Overall Common Characteristics of FY-05 LDO/CWO Selections

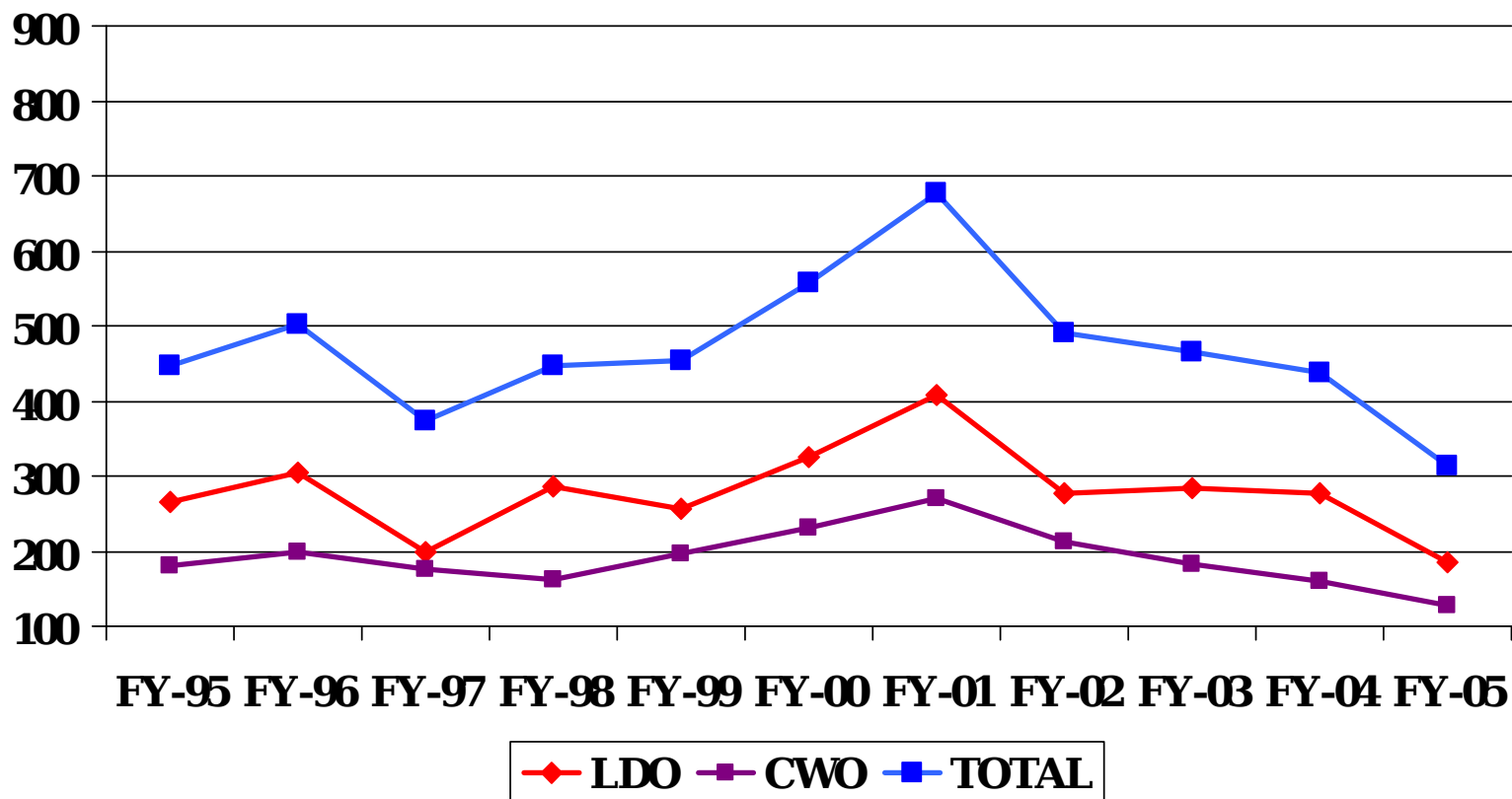
- Sustained superior performance in all assignments ... consistent break-outs in fitness reports with top rankings.
- Good pattern of sea/shore/overseas rotation for their specific rating with an emphasis on increased responsibility.
- Successfully served in challenging key leadership and technical proficiency positions.
- Evidence of continued education, personal and professional development.
- Attainment of professional qualifications and experience applicable to specific designators.

For example:

- Surface Engineers (613X) ... EOW qualification and other senior watch stations.
- Surface Operations (612X) ... Combat Information Center Watch Officer qualification.
- Surface Deck (611X) ... Bridge watch stations, UNREP rig captain, well-deck operation qualifications, etc.
- Communications (619X) ... C4I and LAN administration experience.
- Aviation Maintenance (633X) ... Maintenance material control, safe for flight, etc.
- Nuclear (640X) ... Propulsion Plant Watch Supervisor (PPWS) for surface and Engineering Watch Supervisor (EWS) for submariners.

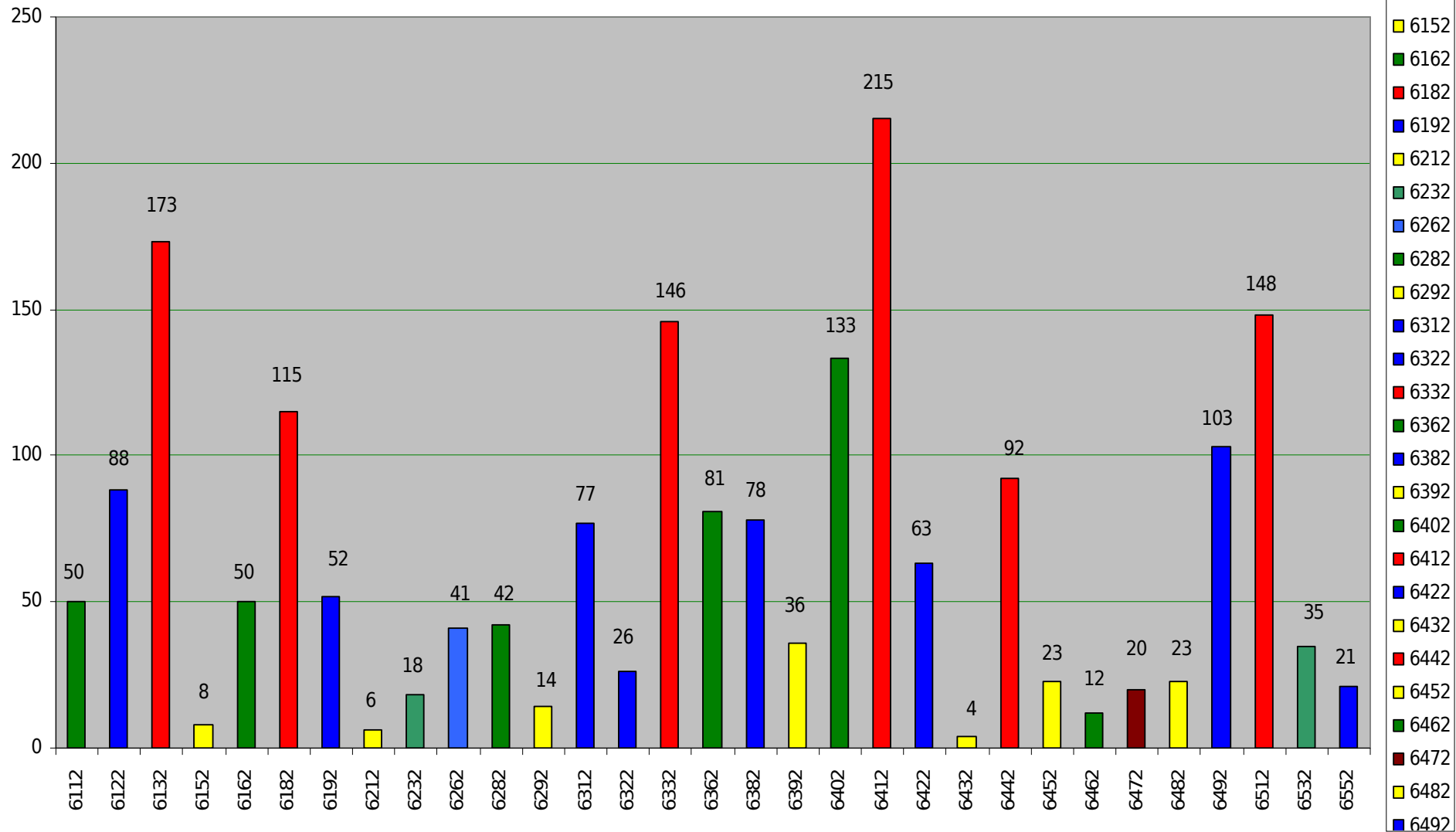


Accession History



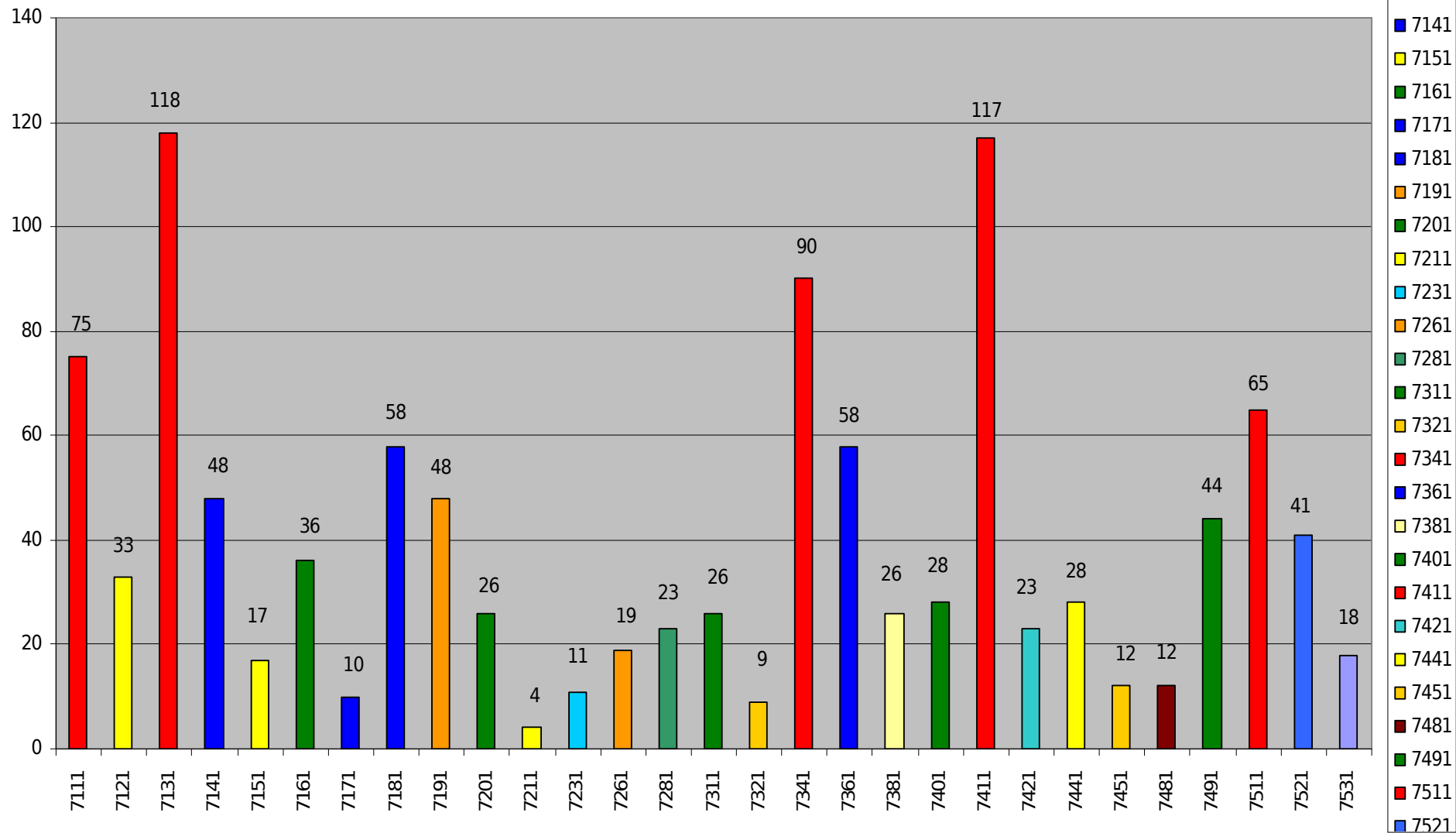
FY-05 LDO Applications

FY-05 LDO APPLICATIONS



FY-05 CWO Applications

FY05 CWO APPLICATIONS





FY04 Minority & Female LDO/CWO Selection Rate

| <u>Category</u> | <u>Eligible</u> | <u>Selected</u> | <u>Percentage</u> |
|-----------------|-----------------|-----------------|-------------------|
| Asian | 42 | 7 | 16.67% |
| Caucasian | 1,705 | 346 | 20.29% |
| Filipino | 189 | 15 | 7.94% |
| Native AM | 8 | 2 | 25.00% |
| African AM | 675 | 99 | 14.67% |
| Hispanic | 239 | 32 | 13.39% |
| Other | 14 | 5 | 35.71% |
| <u>Unknown</u> | <u>14</u> | <u>3</u> | <u>21.30%</u> |
| Total | 2886 | 509 | 17.64% |

| | | | |
|--------|-----|----|--------|
| Female | 186 | 29 | 15.59% |
|--------|-----|----|--------|



FY05 Minority & Female LDO/CWO Selection Rate

| <u>Category</u> | <u>Eligible</u> | <u>Selected</u> | <u>Percentage</u> | |
|--|-----------------|-----------------|-------------------|--------|
| Asian/Native Hawaiian/Pacific Islander | 195 | 10 | 5.12% | |
| White | 1,978 | 226 | 11.43% | |
| Native AM | 23 | 3 | 13.04% | |
| Black | 807 | 65 | 8.05% | |
| Other | 17 | 2 | 12.00% | |
| Unknown | 69 | 5 | 8.14% | |
| Decline Respond | | 13 | 3 | 23.07% |
| Total | 3,102 | 314 | 10.12% | |
| Female | 212 | 24 | 11.32% | |



Applicant Preparation

- Start early (PO3 not too early!)
- Seek mentoring from LDOs/CWOs, others in leadership positions.
- Make your ambitions known to your leadership
- Take demanding assignments (operational assignments, out of rate jobs)
- Earn all possible professional qualifications
- Complete formal education and correspondence courses
- Volunteer for meaningful collateral duties



Evaluations

- Performance evaluations are the foundation of the selection process
- A superior evaluation is the end result of superior performance described by superior writing
- “Every leader will be evaluated based upon their commitment first to the mission and second growing and developing our people”

CNO



Evaluations

- What's Important
 - 1 Sustained superior performance
 - Professional and technical skills, integrity, resourcefulness
 - Collateral duties
 - 2 Demonstrated leadership
 - 3 Personal accomplishments
 - Warfare qualification(s)
 - Other quals (MTS, QAR/CDI, Safe for Flight, etc.)
 - Formal education, correspondence courses



Evaluations

- Promotion Recommendation
 - No substitute for an EP w/peer ranking
 - Comments should address potential to serve as a Naval Officer
- If transferring during the application period, coordination between two commands is in order.
 - Letter from former CO may be beneficial



Evaluations

- In conclusion:
 - Eval should have data & metrics (numbers)
 - Provide specifics
 - How many
 - How fast
 - How far
 - How much
- It has to say more than you're the best Sailor/Chief on the waterfront!



Expectations

- Very few applicants are selected their first time due to competition from those who have had the opportunity to earn more quals, have had more assignments – have more experience in big jobs, etc.
- No prejudice against “first timers” or E-6s!



Expectations

- Commissioning dates are phased by month
- All but Supply and Food Service officers attend Mustang University at Officer Training Command Pensacola – 5 weeks.
- Detailers begin working with you based on their detailing window needs
- Expect Sea Duty or Overseas Duty
 - Recruiting Command pays for your first PCS move – saving detailers funds for O'seas moves



Expectations

- If commissioned from E6, you'll receive a one time clothing allowance of ~ \$985 (males) and ~ \$1002 (females).
- **Expect changes to OpNavInst 1420.1A**
 - **Do Not submit application for FY-06 until the annual NavAdmin soliciting applications is released (may be May/June 04)**
 - **Expect 01 Nov 04 deadline w/no extensions**



Appointments

- Permanent or Temporary?
- All Active Duty CWOs have Permanent Appointments (lose all enlisted status – can not revert).
- All Active Duty LDOs commissioned from enlisted have Temporary Appointments up to LT – then must elect Permanent Appointment or revert to permanent enlisted rate.



Appointments

- All initial appointments to LDO or CWO now carry a 4 year obligation.
- Most LDOs can not revert to Master Chief and retire because they don't have 2 years TIG as an E9. **Do not expect a waiver.**
- Most LDOs can not revert to Master Chief and continue service because that's disruptive to enlisted community mgt.



Promotions - LDO

- LTjg: 2 yrs (All Fully Qualified)
- LT: 2 yrs (All Fully Qualified)
- LCDR: 9 – 11 yrs (70% - 90% opportunity)
- CDR: 15 – 17 yrs (60% - 80% opp.)
- CAPT: 21 – 23 yrs (40% - 60% opp.)

LCDR – CAPT: Promotions based on needs of the Navy (vacancies). Year Group has no affect.

Officers who fail to promote twice while in or above the zone must retire.



Promotions - CWO

- CWO3: 3 yrs (All Fully Qualified)
 - Being phased in for YGs 01/02/03
 - All YG 04 will be eligible for promotion to CWO3 in FY07
- CWO4: 4 yrs 80% - 90% (FY05 85%)
- CWO5: Based on needs of the Navy (40%)
 - No set time or years for W5
 - Expect flow point to eventually be 11 years after 5 yr. phase-in is complete
 - Law limits CWO5 inventory to 5% of all CWOs



Planned Promotion Opportunity FOR FY05

FY05 (Projected)

| | | |
|---|----------------------|---------------------|
|  | • CAPT 23 YRS TCS | 40% Opportunity |
| | 21-11 Staff | 40% Staff |
|  | • CDR 15-06 YRS TCS | 60% Opportunity |
| | 16-05 Staff | 60% Staff |
|  | • LCDR 10-02 YRS TCS | 90% Opportunity |
| | 9-07 Staff | 80% Staff |
|  | • LT 4 YRS TCS | Fully Qualified |
|  | • LTJG 2 YRS TCS | Fully Qualified |
|  | • CWO5 14-04 YRS TCS | 40% Opportunity |
|  | • CWO4 8 YRS TCS | 85% Opportunity |
|  | • CWO3 3-4 YRS TCS | All Fully Qualified |



CWO Community

- Lots of complaining about compensation
- Some facts about COLAs:

| FY | CWO | LDO |
|-----------|---------------------|----------------|
| 02 | 7% - 8.5% | 5% - 6% |
| 03 | 5.5% - 6% | 4.1% |
| 04 | 3.7% - 6.55% | 3.7% |

**Stop looking back (enlisted pay)
....look forward!**



\$\$ CWO Compensation \$\$

- Higher Career Sea Pay than other officers
- BAH virtually the same as O-1/2/3E rates
- Hazardous Duty Pay comparable
- BAS the same
- Submarine Duty Pay is lower for some/higher for others
- Get full tax exclusion for combat pay

| <u>ASSUMPTIONS</u> (FY-04 Pay Tables) | | <u>ENS</u> | <u>Average Selection</u> |
|---------------------------------------|--------------------------|--------------------------|--------------------------|
| <u>Enlisted</u> | <u>Officer/CW0</u> | Base Pay – Over 12 years | E-6 - 10.5 years |
| BAH W/Dep Norfolk | BAH W/Dep Norfolk | Sea Pay - Over 6 years | E-7 - 15.1 years |
| 18.5 years | | <u>LTJG</u> | E-8 - |
| BAS - \$254.46 | BAS - \$175.23 | Base Pay – Over 14 years | E-9 - 20.7 years |
| | | Sea Pay - Over 8 years_ | |
| <u>P01</u> | <u>CW02</u> | <u>LT</u> | CW02 – 13 years |
| Base Pay - Over 10 years | Base Pay – Over 12 years | Base Pay – Over 16 years | ENS - 12 years |

Officer/CWO

BAH W/Dep Norfolk

BAS - \$175.23

ENS

Average Selection

E-6 - 10.5 years

E-8 -

E-9 - 20.7 years

CW02 – 13 years

ENS - 12 years

CW02

Base Pay – Over 12 years

Sea Pay - Over 6 years

CW03

Base Pay – Over 16 years

Sea Pay - Over 9 years

CW04

Base Pay – Over 20 years

~~Sea Pay - Over 11 years~~

CW05

Base Pay – Over 26 years

Sea Pay - Over 12 years

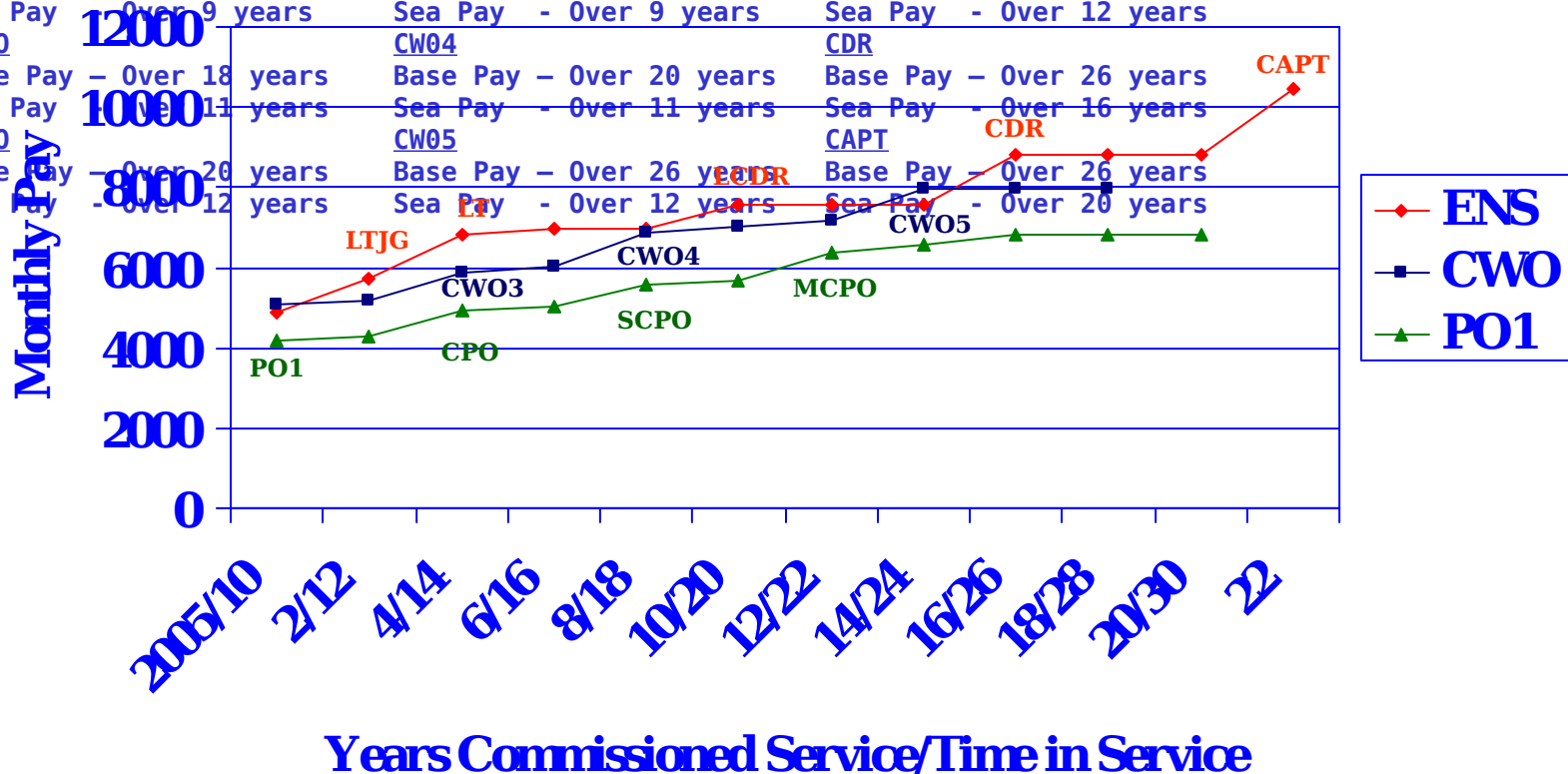

CW02 – 13 years

ENS - 12 years

CASE

CAPT

| | |
|--|--|
| | |
|--|--|





Retirement Eligibility

- CWOs: Usually permitted to retire following initial obliserve for commissioning (now 4 years). Other obligations may be incurred for training, PCS moves, etc.
- 'Due Course' CWOs may expect to serve up to 30 years total service
 - Can not if 2X FOS
 - W5s **may** be continued past 30 yrs to allow 2 yr pay back.



Retirement Eligibility

- LDOs usually have several options when planning their retirement.
- Beginning with YG-05 a 4 year initial obligation is incurred. LDOs may revert and retire in their highest permanent enlisted grade for which they're qualified to retire in (usually requires 2 yr TIG in that enlisted grade).



Retirement Eligibility

- If an LDO accepts permanent appointment when offered at LT they must serve a minimum of 10 years as an officer to retire in an officer grade, in addition to having the requisite number of qualifying years (20+).
- Minimum Time in Grade for retirement:
 - O-4 and below: 2 yrs. TIG
 - O-5 and O-6: 3 yrs. TIG
 - Waivers for 1 yr by SecNav possible for O-5 and O-6.



Obligated Service



| GRADE | VOLUNTARY | INVOLUNTARY |
|---------|-------------|-------------|
| CWO 3/4 | Two years | 31 days |
| ENS | Six months | Six months |
| LTJG | Six months | Six months |
| LT | Two years | Six |
| months | | |
| LCDR | Two years | Six months |
| CDR | Three years | Six months |
| CAPT | Three years | Six |
| months | | |



Statutory Retirement

- See Title X Chapter 549
- **6XX0 Permanent LDO:**
 - CAPT Last day of the month following the month 38 years total active service is completed.
 - CDR Last day of the month following the month 35 years of total active service is completed, or first day of 7th month after failing to select (FOS) for O-6 the second time, whichever comes first.
 - LCDR (and below) Last day of the month following the month 30 years total active service is completed, or first day of 7th month after second FOS, whichever comes first.
- **6XX1 - Temporary LDO/Permanent CWO (All grades)**
 - 60 days after completion of 30 years total active service, or first day of 7th month after second FOS, as Temp LDO or Per WO whichever comes first



Saved Pay

- See Title 37 U.S.C. Section 907
- Pay and allowances of a grade formerly held by an officer including hazardous duty, diving duty, hardship duty, sea duty and proficiency pay may be considered only as long as the officer continues to perform the duty creating the entitlement to or eligibility for that pay.
- Clothing allowance may not be considered.



Why Become An LDO or CWO?

- **Your chance to take charge and make a difference!**
- **Opportunity to lead Sailors, Chiefs, other Officers**
- **Challenging assignments**
- **Increased Responsibility and authority**
- **Pride**
- **Quality of life improvements**
- **Because you're a highly qualified leader and subject matter expert who possesses many highly honed technical skills.**



Make a Commitment!

Have Confidence!

Make a Difference!

